# **SWIMMER AND COACH SELECTION CRITERIA**

Canadian Development Team – European Tour 2020

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| **Tour Dates:** | June 6-22, 2020 |
| **Competition Dates:** | June 18-21, 2020 |
| **Locations:** | Performance Preparation Camp Vichy, France  Competition WPS World Series Berlin June 18-21, 2020 |
| **Team Size:** | Maximum 12 Swimmers will be selected. |
| **Team Leader:** | Swimming Canada Coordinator, High Performance Para Swimming Program will be the Team Leader |
| **Team Head Coach:** | Swimming Canada NextGen Development Coach, Paralympic Program will be the Team Head Coach |
| **Team Coaches:** | Up to three (3) Coaches may be selected. |
| **Selection Events:** | 2020 Canadian Swimming Trials, March 30 – April 5, 2020  2020 Indianapolis World Series Event, April 16-18, 2020  2020 Eastern Canadian Championships, April 16-19, 2020  2020 Western Canadian Championships, April 16-19, 2020 |
| **Entry:** | *Individual*: Maximum of 3 swimmers per event, per Sport Class, per country. |

1. **INTRODUCTION**

The purpose of this document is to set out the criteria that will be used by Swimming Canada to select Swimmers and Coaches to the Canadian Development Team – European Tour 2020.

1. **DEFINITION OF TERMS**

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| **2020 Tokyo Paralympic Games Event Program** | outlines the events that will be offered at the 2020 Paralympic Games.  (Appendix C) | |
| **ADHP** | Swimming Canada’s Associate Director of High Performance and National Coach. | |
| **AWR** | Amended World Rankings, determined by ranking swims that have met the Meet Entry Time (MET) created for the 2020 Paralympic Games adjusted to *three per country, per Sport Class, per event*, from the period January 1 to October 31, 2019. | |
| **CGR** | Canadian General Rule as published in the Swimming Canada Rulebook. | |
| **IPC** | The International Paralympic Committee. | |
| **Selection Period** | The designated events, noted above under “Selection Events” that commences on March 30, 2020 and concludes on April 19, 2020 | |
| **WPS** | World Para Swimming. | |
| **WPS Recognized Competitions** | Competitions sanctioned by WPS for the purposes of establishing MQS / MET and for the allowance of times to be entered in to the IPC Sport Data Management System (SDMS) for World Rankings. | |
| **SDMS** | The IPC Sport Data Management System. | |
| **Canadian Para Swimming Points** | Point scoring system designed and used by Swimming Canada for meets in Canada which assigns a score to each performance in a Para Swimming event. | |
| **Classification** | A system put in place to minimize the impact of impairments on sport performance and to ensure the success of a swimmer is determined by skill, fitness, power, endurance, tactical ability and mental focus.  Classification determines who is eligible to compete in a Para Sport and it groups the eligible swimmers in sport classes according to their activity limitation in a certain sport. | |
| **WPS Sport Class** | A category defined by WPS in the Classification Rules (<https://swimming.ca/content/uploads/2018/11/WPS-CLASSIFICATION-RULES-AND-REGULATIONS-JANUARY-2018-1.pdf>) , in which swimmers are grouped by reference to the impact of an Eligible Impairment on their ability to execute the specific tasks and activities fundamental to a sport. | |
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| The following are valid WPS Sport Classes: | |  |
| **PI** | Physical Impairment and denotes a swimmer who has a physical impairment and holds a Sport Class | **1 - 10** |
| **VI** | Visual Impairment and denotes a swimmer who is visually impaired or completely blind and holds a Sport Class | **11 - 13** |
| **II** | Intellectual Impairment and denotes a swimmer who has an intellectual impairment and holds a Sport Class | **14** |
|  |  | |
| The following refer to WPS Sport Class Status: | | |
| **‘C’ Sport Class Status** | A swimmers sport class that has been confirmed (C) as part of the WPS classification process | |
| **‘R’ Sport Class Status** | A swimmers sport class that is under review (R) as part of the WPS classification process | |
| **‘FRD’ Sport Class Status** | A swimmer’s sport class is to be reviewed at fixed review date (ex. R2021) as part of the WPS classification process | |

1. **SWIMMERS SELECTION**
2. **General conditions**

In order to satisfy the requirements for selection to the Canadian Development Team – European Tour 2020, all swimmers must:

1. be able to represent Canada in accordance with the eligibility requirements set out per Swimming Canada Rule CGR 1.2.1 and the International Paralympic Committee (IPC).
2. hold a Canadian passport as of February 1, 2020 and which expires no earlier than December 31, 2020.
3. be registered directly with Swimming Canada or with a Swimming Canada registered swim club in accordance with Swimming Canada eligibility (CGR 1.2.1) and be a member in good standing as of March 17, 2020.
   * 1. This requirement applies to swimmers who are Canadian citizens permanently residing outside of Canada.
4. declare themselves available for selection prior to the 2020 Canadian Swimming Trials meet entry deadline March 17, 2020 11:59 pm PST, using the using the [Declaration of Availability form](https://forms.swimming.ca/machform/view.php?id=101555). Any swimmer who does not declare him/herself eligible by this deadline may not be considered for selection to this event.
5. **Eligibility Requirements**
6. Hold an active WPS Swimming Athlete License for the 2020 season and a valid WPS Sport Class for:
7. PI in Sport Class 1 – 10; or
8. VI in Sport Class 11 – 13; or
9. II in Sport Class 14.
10. Any athlete who has competed at the Paralympics, in any sport for any nation, will not be eligible for selection

Further, selection does not guarantee specific event entry. Individual entries and relay team composition will be determined by the Swimming Canada ADHP and the Team Head Coach. All nominated Swimmers are eligible for relay selection.

If selection is declined, the performance of the declining Swimmer will be disregarded for the purpose of these Criteria.

1. **PERFORMANCE CRITERIA – Swimmers**
2. **General Conditions**
3. Swimmers will only be selected in individual events that are listed on the 2020 Tokyo Paralympic Event Schedule, to a maximum of three swimmers, per sport class, per event.
4. Performances in the finals and the preliminaries (Heats) will be prioritized for rankings.
5. Performances of swimmers who contest finals will take precedence over their preliminaries (Heat) performance.
   1. For clarity, should a swimmer not qualify for finals from their preliminary swim, their preliminary time may stand for selection. Should an athlete qualify for finals but choose to withdraw from the final for any non-medical reason, their preliminary time will not be considered for selection.
6. Relay lead-off times and official split times will not be considered for selection.
7. If the number of swimmers who meet the performance requirements outlined in Section IV (b) exceeds available quota positions swimmers shall be selected in rank order until the available quota complement is met.
8. **Performance Requirements (**Note:all qualifying times referred to in Section IV (b) are listed in Appendix A)

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| **PRIORITY** | **CRITERION** |
| **Priority 1 ‘Canada D’** | Athletes will be ranked, in each individual event within the selection period, provided they swim a time that equals or betters the ‘Canada D’ qualifying time. If a position is declined during the selection period, selection shall go to the next ranked (in accordance with the above nomination criteria) eligible swimmer from the Trials  Selection of the first 10 positions to the team will be completed using Priority 1 Criterion. |

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| **Priority 2 – Exceptional Circumstances & Discretionary Selection** | All requests for consideration of performance received under **Section IV** will be considered.  Additionally, the ADHP, at his sole discretion, may select additional Swimmers to the team.  Should there be no Exceptional Circumstances or Discretionary Selections, the final positions on the team would be filled following the Priority 1 Criterion. If a position is declined during the selection period, selection shall go to the next ranked (in accordance with the above nomination criteria) eligible swimmer from within the selection period or the next eligible Exceptional Circumstance athlete who has otherwise met the Performance Standard.  Priority 2 shall not be used to unseat any swimmer previously nominated through Priority 1. (refer to section IV). |
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1. **Tie Breaking – Swimmers**

In the event of a tie for the final position on the team the following process, in this order, will be applied until the tie is resolved:

* 1. The Canadian Para Swimming Point Score will be used to separate the tied swimmers;
  2. The swimmer with the highest point will be selected;
  3. If the tie is not broken by application of (ii) above, then the swimmer whose preliminary swim, at the specific selection event has the highest ranking, using AWR, will be utilized to break the tie;
  4. If the tie is not broken by application of (ii) and (iii) above, then the swimmer whose preliminary swim, at the specific selection event, has the highest Canadian Para Swimming Point Score, will be utilized to break the tie;
  5. If the tie is not broken by application of (ii), (iii) and (iv) above, then the ADHP will have the authority to select, at his sole discretion, the final swimmer to the team. Any such determination will be based on factors that include, but are not necessarily limited to, a swimmer’s previous competitive history, their potential eligibility and availability for relay events and any other relevant performance matters.

1. **EXTENUATING CIRCUMSTANCES SELECTION – Swimmers**
2. In the event that injury, illness, or unforeseen circumstances of a significant nature inhibit a Swimmer’s preparation specified competitions within the selection period, or prohibit a Swimmer from competing at any specified competition within the selection period, a Swimmer may submit a written ***Request for Consideration of Performance*** in order to be considered for Extenuating Circumstances Selection. The details on lodging such a request are listed at Section V (iv).
3. Any performance submitted in such a request must have been achieved between September 2, 2019 and March 30, 2020 at a WPS Sanctioned event.
4. Should any of the held allocations outlined in Section IV (b) not be required for use, they will be returned to the general selection pool and be filled using Priority 1 or 2.
5. In no circumstance will a swimmer who has been selected to the team through the Priority 1, selection process be removed in favour of a swimmer nominated under Extenuating Circumstances Selection or Discretionary Selection addition.

**Request for Consideration of Performance (Extenuating Circumstances)**

1. In considering the performances of swimmers during the selection period, the ADHP at his absolute discretion, may recommend to the Swimming Canada Selection Committee that it give weight to Extenuating Circumstances.
2. For the purposes of this Policy, "Extenuating Circumstances" means, but is not limited to, one or more of the following:
3. injury or illness;
4. equipment failure;
5. travel delays;
6. bereavement or disability arising from death or serious illness of an immediate family member;
7. an unanticipated event occurring during the selection period; or
8. any other factors reasonably considered by the ADHP at his absolute discretion, to constitute Extenuating Circumstances.
9. A decision as to whether Extenuating Circumstances may apply to a swimmer will be made by the ADHP on an individual, case by case basis.
10. The deadline for any Request for Consideration of Performance arising as a result of extenuating circumstances **before** the commencement of the selection period under clause V (i) is 24 hours before the start of the first event at first event of the selection period. For the avoidance of doubt, this is 9am, March 29 2020 and must be submitted directly to the Swimming Canada Selection Committee (c/o Jocelyn Jay – ([jjay@swimming.ca](mailto:jjay@swimming.ca)). Requests for Consideration of Performance must include each of the following:
11. A fully complete Request for Consideration of Performance form; (Appendix B)
12. A letter from the swimmer’s coach explaining the effect of the injury, illness, impact on performance and/or training leading into and during the selection period and the training plan post selection, if approved.
13. If applicable, a letter from a doctor outlining the injury, illness, impact on performance and expected recovery time;
14. Any other documentary evidence believed necessary by the Applicant (swimmer) or following a written request from the ADHP.
15. Should injury, illness, or unforeseen circumstances arise **during** the selection period the deadline to submit any Request for Consideration of Performance is, unless for a significant event occurring within the period between Heats and Finals, 2 hours before the start of the Preliminary (Heat) of the event in question. Swimmers in this situation are required to immediately submit a Request for Consideration of Performance Form (Appendix B) and, if required and appropriate, be examined by the National Team Physician or his/her designate onsite at the specific competition.
16. All Requests for Consideration of Performance received will only be considered at the conclusion of the selection period. The ADHP will meet with the Selection Committee to consider Requests for Consideration of Performance. The Selection Committee shall have full discretion as to whether or not any Swimmer will be selected under Section IV (b).
17. All decisions of the Swimming Canada Selection Committee will be final.
18. **DISCRETIONARY SELECTION – Swimmers**
19. Any team positions unfilled after Priority 1 (Section IV b) are completed shall remain vacant. At the conclusion of the Selection Period, the ADHP, at his sole discretion, may recommend to the Selectors that additional swimmers be nominated to the team.
20. **ENTRIES**
21. The Team Head Coach retains absolute discretion on determining individual entries and relay team composition.
22. Selection does not guarantee specific event entry. Individual entries and relay team composition will be determined by the ADHP and the Team Head Coach. All nominated Swimmers are eligible for relay selection.
23. Entry times will be determined only through times achieved at Swimming Canada Recognized Competition. Only Long Course Entry times will be considered.
24. In the event there are more than three Canadian swimmers per sport class per event, the fastest three swimmers within the selection period will be eligible for entry unless a swimmer declines an event entry.
25. In cases where the meet organizer chooses to combine events of a particular Sport Class after final entries the total allowance for entry from a country will be 5 swimmers. Should there be more than 5 Canadian swimmers eligible, the first three positions will be allocated to the swimmer selected in a Sport Class with a higher number and the remaining two will be allocated to swimmers from the other combined sport classes. If a swimmer declines an entry, the next ranked swimmer may be added.
26. **TEAM COMMITMENTS**

All swimmers who gain selection, are required to:

1. comply with Swimming Canada Athlete Agreement for members of National Teams for the 2019-2020 carding period.
2. sign the 2019-2020 Swimming Canada Athlete Agreement no later than May 1, 2020. Where the Swimmer is under the age of 18 years, the Swimmer’s parent or legal guardian must co-sign this agreement. Copies of the 2019-2020 Swimming Canada Athlete Agreement are available upon request to Jocelyn Jay by email ([jjay@swimming.ca](mailto:evansteen@swimming.ca))
3. Develop, in conjunction with their personal coach, an Individual Athlete Performance Plan to cover the period between the conclusion of selection period (April 19, 2020) and the commencement of competition. This plan:
   1. must be geared toward an uncompromised commitment to preparation for peak performance at the 2020 Berlin WPS World Series and maintain competitive readiness.
   2. will require the approval of the ADHP and the Team Head Coach.
4. **COMPETITIVE READINESS – Swimmers**
5. Competitive readiness is a swimmer’s preparedness to achieve equal or superior performance(s) at the scheduled event, when compared to the performance(s) the swimmer achieved in qualifying;
6. Swimmers who do not maintain competitive readiness by reason of lack of fitness, injury, or illness may be removed from the team.
7. In the case of any illness, injury or change in training environment that may affect a swimmer’s competitive readiness for the selection event, swimmers and their personal coach are required to immediately report this, in writing via email, to the ADHP and Team Head Coach.
8. The final decision on competitive readiness will be made by the ADHP in concert with the Team Head Coach once selection is completed. These two individuals will have absolute discretion over what factors they will consider in making the final decision.
9. Should a change in competitive readiness arise due to injury or illnesses, the ADHP and Team Head Coach will take into account recommendations made by the National Team Physician before making a final decision.
10. Injured or ill Swimmers may be subject to a proof of competitive readiness test to be determined by the ADHP and the Team Head Coach in consultation with the swimmer’s personal coach. Any such test will consist of a controlled performance such as a competition or observed test or trial. Swimmers who are the subject of a competitive readiness test will not travel with the team until this requirement has been satisfied. If it is determined that the swimmer is not competitively ready upon arrival at the Competition Location, the ADHP may require the swimmer to be removed from the team immediately.
11. **REMOVAL OF A SWIMMER FROM TEAM**
12. Swimming Canada may, at any time, disqualify a swimmer from being considered for selection or revoke the selection to the Canadian Development Team – European Tour 2020, based on behaviour of the swimmer that is inconsistent with Swimming Canada’s Athlete Agreement. A copy of the 2019-20 Swimming Canada Athlete Agreement are available upon request to Swimming Canada.
13. Swimmers will be removed from consideration for selection to the Canadian Development Team – European Tour 2020 or have their selection revoked if they are found to be in violation of any anti-doping policy or procedure as outlined by Swimming Canada, World Anti-Doping Agency (WADA), and the Canadian Centre for Ethics in Sport (CCES).
14. In the event that a swimmer is de-selected pursuant to this section, another swimmer will not automatically be added to the team. The ADHP, at his discretion, may add a swimmer to the team if that swimmer has met the applicable Selection times as shown at Appendix A and their selection is in the best interests of the individual’s development and needs of the team. For example; the swimmer may enable a relay to be swum.
15. **GENERAL INFORMATION – Coaches selection**

To be eligible for final selection a Coach must:

1. have been a resident in Canada and duly employed as a swimming Coach by a Swimming Canada affiliated organization for 90 days prior to the first day of the Selection Period;
2. be a fully registered Coach and member in good standing with the Canadian Swimming Coaches and Teachers Association (CSCTA) and Swimming Canada as of March 15, 2020;
3. by no later than May 1, 2020, be a member in good standing with the Professional Coaching Department of the Coaching Association of Canada and qualified as:
   * + 1. NCCP Age Group Coach Level 2 Trained;
       2. Registered Coach or Chartered Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
4. provide a valid Police Record Check (PRC) to Swimming Canada by no later than May 1 2020;
5. hold a passport that can be used for travel to France and Germany, for Visa processing within Canada, and which expires no earlier than December 31, 2020;
6. declare him or herself available for selection prior to the 2020 Canadian Swimming Trials meet entry deadline (March 17, 2020 11:59pm PST) using the form at the following [**link**](https://forms.swimming.ca/machform/view.php?id=98165). Any Coach who does not declare him or herself available by this deadline may not be considered for selection to this event;
7. abide by the Canadian Anti-Doping Program (CADP) Agreement and World Anti-Doping Agency (WADA) Code and have never had a violation of either the CADP Agreement or WADA Code;
8. successfully complete the following training modules:
9. CCES True Sport Clean;
10. CCES The Role of Athlete Support Personnel;
11. Respect in Sport – Activity Leader
12. Once selected, submit a signed 2019-2020 Swimming Canada Team Staff Agreement no later than May 1, 2020. A copy of the Swimming Canada Team Staff Agreement will be provided to each coach upon their selection to the Canadian Development Team – European Tour 2020. Failure to do so will render the Coach as having officially declined eligibility.
13. **SELECTION – Coaches**
14. The Swimming Canada ADHP has the authority and sole discretion to select up to three (3) Team Coaches.
15. The final number of Coaches selected is dependent upon the needs of the team as determined by the ADHP at his sole discretion.
16. **APPOINTMENT – Coaches**
17. As necessary, the ADHP has the authority and discretion to appoint Coaches to meet the needs of the team. In making such appointments, the ADHP will consider factors including the size of the team, specific needs and final make-up of the team.
18. **AMENDMENTS AND UNFORESEEN CIRCUMSTANCES**
19. **Unforeseen Circumstances**
20. Should the Swimming Canada Selection Committee determine that unforeseen circumstances have arisen during the process of applying these Criteria, the Selection Committee shall have the full and absolute discretion to resolve the matter as it sees fit, considering, factors and circumstances that it deems relevant;
21. Any such exercise of discretion shall be subject to the Canadian administrative law principles of fairness.
22. **Changes to this Document**
23. Swimming Canada reserves the right to make changes to this document, which in its discretion are necessary;
24. No such changes shall be made after the commencement of the Trials unless the changes relate to the Swimming Canada Selection Committee exercising its discretion under the “Unforeseen Circumstances” provisions above;
25. Swimming Canada reserves the right to review and modify these Criteria or decisions related to the selection process in the case of rule or policy changes from WPS that affect the Criteria set out in this document;
26. Any changes to these Criteria shall be communicated directly to all Swimming Canada Carded Swimmers and Coaches, International Classified Swimmers, as well as their respective coaches. The updated criteria will be published to the Swimming Canada website at the earliest possible time following any such changes being approved.
27. **APPEALS**
28. The Swimming Canada “Complaints, Disciplinary Action and Dispute Resolution Policy” and the Swimming Canada “Appeals Policy” govern all decisions made by Swimming Canada, including issues pertaining to selection. For a copy of these policies, please contact Swimming Canada or refer to the following link: <https://swimming.ca/en/resources/board-governance/board-policies/>

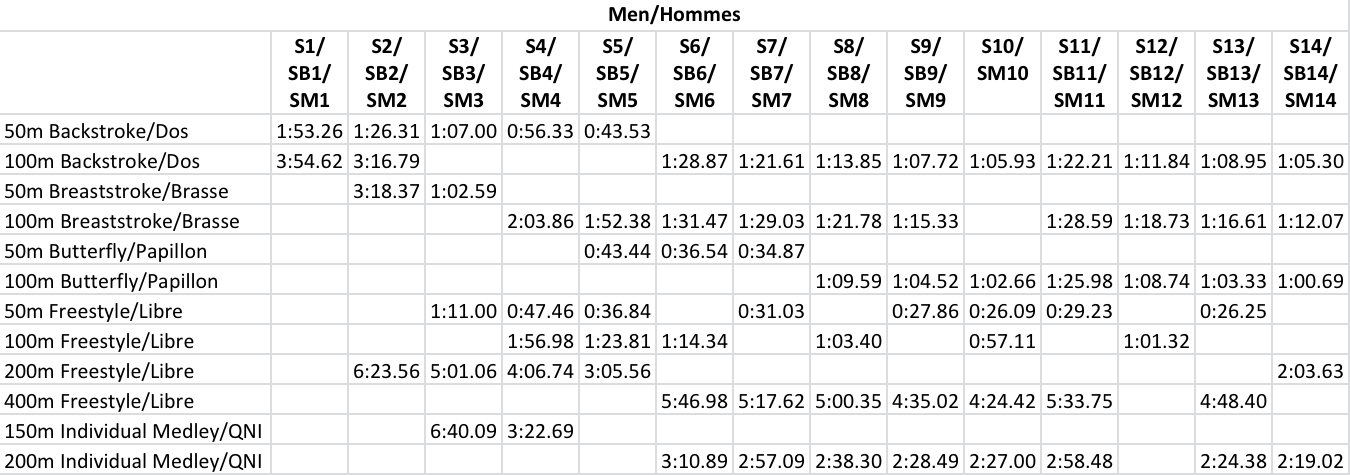
These criteria were duly created and approved by the Swimming Canada Selection Committee, which by its terms of reference have been properly delegated to perform this task by the Chief Executive Officer of Swimming Canada.

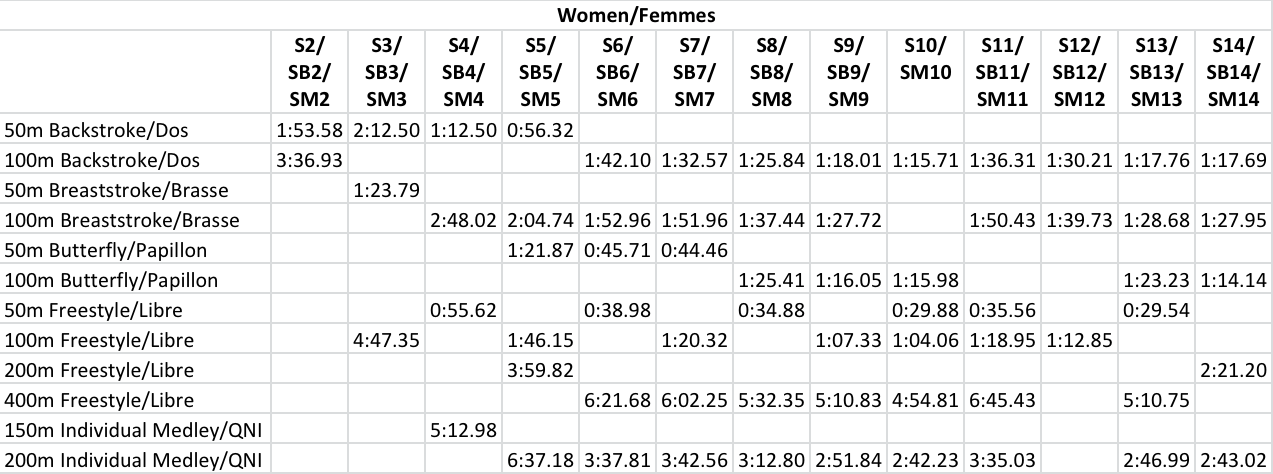
## **Contact**

## For questions or clarification on the contents of this document, please contact Jocelyn Jay at [jjay@swimming.ca](mailto:evansteen@swimming.ca)

APPENDIX A

**Performance Requirements**





APPENDIX B

REQUEST FOR CONSIDERATION OF PERFORMANCE – Page 1/2

Name:

Date of Submission:

Are you able to compete within the Selection Period (Trials, Easterns, Westerns, Indianapolis WPS World Series):

Briefly describe the injury, illness, or unforeseen circumstance:

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Event(s) for consideration:

Event Best Time(s), please also include the date and location where the best time was achieved\*:

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\*Note that for selection to the Canadian Development Team – European Tour 2020

**Signature**:

Parent or Guardian Signature (if swimmer is under the age of 19 years):

Once complete, please submit this form along with a letter from your doctor and your coach as outlined in Section VI Discretionary Selections to Jocelyn Jay ([jjay@swimming.ca](mailto:jjay@swimming.ca))

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APPENDIX B

REQUEST FOR CONSIDERATION OF PERFORMANCE – Page 2/2

**Notice of Receipt:**

This form was received by Swimming Canada on (date and time):

Form received by:

Signature:

In the instance that the injury, illness, or unforeseen circumstance occurs within the Selection Period, the following section must be completed by the Swimming Canada National Team Physician or their designate:

Doctor Notes:

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Date & Time:

Name of Doctor:

**Signature**

APPENDIX C

2020 PARALYMPIC EVENT PROGRAM

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|  | **Class** | **50FS** | **100FS** | **200FS** | **400FS** | **50BK** | **100BK** | **50BR** | **100BR** | **50BF** | **100BF** | **150IM** | **200IM** | **Class** |
| **Mens** | **1** |  |  |  |  | **x** | **x** |  |  |  |  |  |  | **1** |
|  | **2** |  |  | **x** |  | **x** | **x** | **x** |  |  |  |  |  | **2** |
|  | **3** | **x** |  | **x** |  | **x** |  | **x** |  |  |  | **x** |  | **3** |
|  | **4** | **x** | **x** | **x** |  | **x** |  |  | **x** |  |  | **x** |  | **4** |
|  | **5** | **x** | **x** | **x** |  | **x** | x |  | **x** | **x** |  |  |  | **5** |
|  | **6** |  | **x** |  | **x** |  | **x** |  | **x** | **x** |  |  | **x** | **6** |
|  | **7** | **x** |  |  | **x** |  | **x** |  | **x** | **x** |  |  | **x** | **7** |
|  | **8** |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **8** |
|  | **9** | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **9** |
|  | **10** | **x** | **x** |  | **x** |  | **x** |  |  |  | **x** |  | **x** | **10** |
|  | **11** | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **11** |
|  | **12** |  | **x** |  |  |  | **x** |  | **x** |  | **x** |  |  | **12** |
|  | **13** | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **13** |
|  | **14** |  |  | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** | **14** |
|  |  | | | | | | | | | | | | | | |
|  | **Class** | **50FS** | **100FS** | **200FS** | **400FS** | **50BK** | **100BK** | **50BR** | **100BR** | **50BF** | **100BF** | **150IM** | **200IM** | **Class** |
| **Women** | **1** |  |  |  |  |  |  |  |  |  |  |  |  | **1** |
|  | **2** |  |  |  |  | **x** | **x** |  |  |  |  |  |  | **2** |
|  | **3** |  | **x** |  |  | **x** |  | **x** |  |  |  |  |  | **3** |
|  | **4** | **x** |  |  |  | **x** |  |  | **x** |  |  | **x** |  | **4** |
|  | **5** |  | **x** | **x** |  | **x** |  |  | **x** | **x** |  |  | **x** | **5** |
|  | **6** | **x** |  |  | **x** |  | **x** |  | **x** | **x** |  |  | **x** | **6** |
|  | **7** |  | **x** |  | **x** |  | **x** |  | **x** | **x** |  |  | **x** | **7** |
|  | **8** | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **8** |
|  | **9** |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **9** |
|  | **10** | **x** | **x** |  | **x** |  | **x** |  | x |  | **x** |  | **x** | **10** |
|  | **11** | **x** | **x** |  | **x** |  | **x** |  | **x** |  |  |  | **x** | **11** |
|  | **12** | x | **x** |  |  |  | **x** |  | **x** |  |  |  |  | **12** |
|  | **13** | **x** |  |  | **x** |  | **x** |  | **x** |  | **x** |  | **x** | **13** |
|  | **14** |  |  | **X** |  |  | **x** |  | **x** |  | **x** |  | **x** | **14** |